



DEPARTMENT OF LABOUR

Annual Report
for the year ended December 31st
1989



*Honourable Roberta M. Hubley
Minister of Labour*



TO HIS HONOUR

THE HONOURABLE LLOYD MacPHAIL

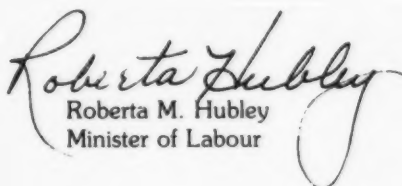
Lieutenant Governor of the Province of Prince Edward Island

May It Please Your Honour:

I have the honour to submit herewith the Report of the Department of Labour for the period ended December 31, 1989.

I have the honour to be, Sir,

Your obedient Servant,


Roberta M. Hubley
Minister of Labour

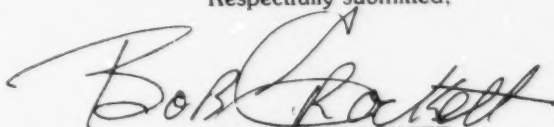


TO THE HONOURABLE ROBERTA M. HUBLEY
MINISTER OF LABOUR
Charlottetown, P.E.I.

Madam:

I have the honour to submit herewith the Report of the Prince Edward
Island Department of Labour for the period ended December 31, 1989.

Respectfully submitted,

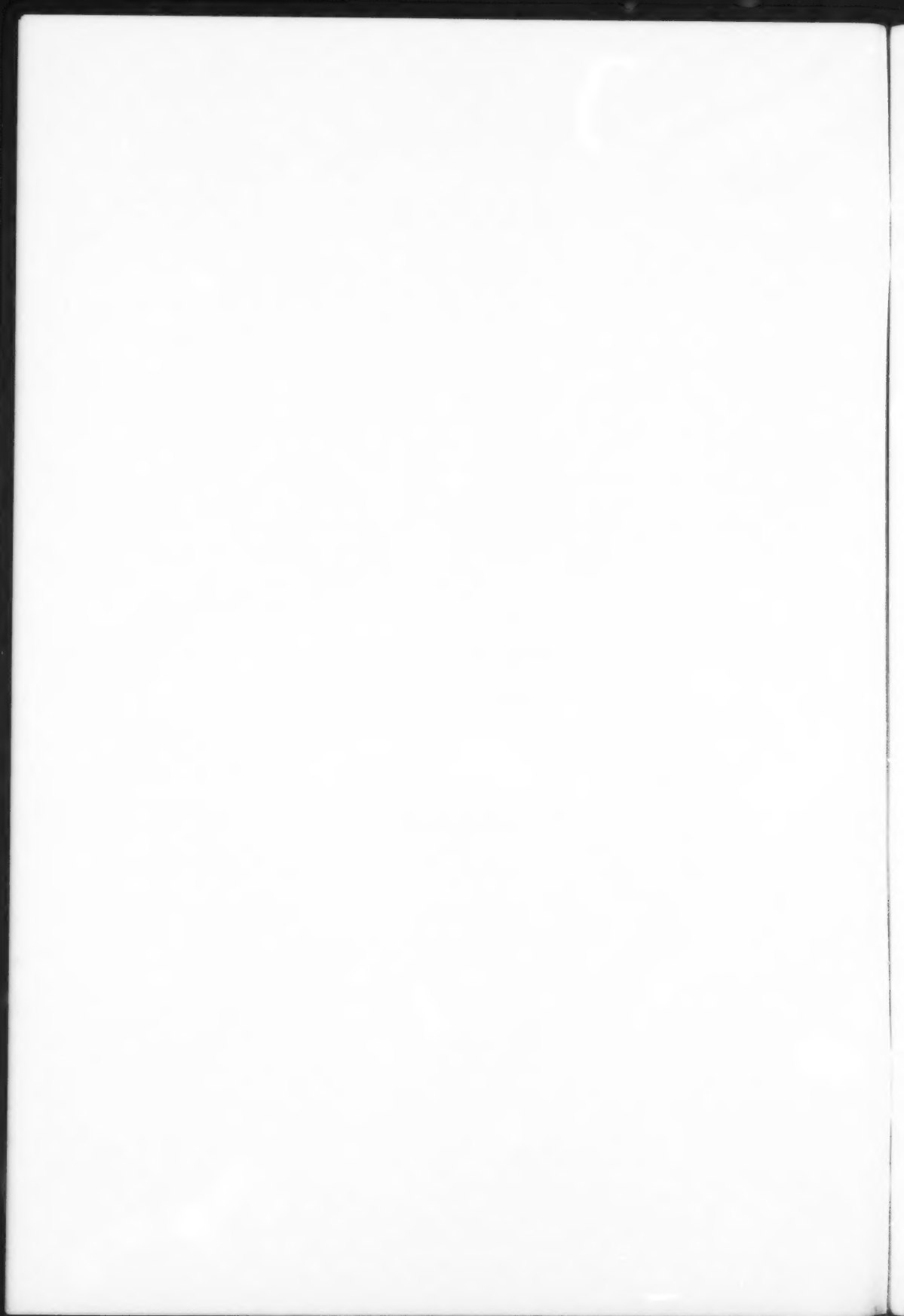
A handwritten signature in dark ink, appearing to read "Bob Crockett", with a stylized flourish at the end.

ROBERT CROCKETT
Deputy Minister



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December 31, 1989

Honourable Roberta M. Hubley
Minister of Labour
P.O. Box 2000
Charlottetown, P.E.I.

Madam Minister:

I am pleased to submit this report which summarizes the transactions, affairs and activities of the Department of Labour for the calendar year 1989. The past year has proven to be a busy year, once again.

Early in the new year, Mr. Graham Stewart was appointed as Chairperson to the Occupational Health and Safety Council. Mr. James Blanchard, later in the year, was appointed as a member to the Council, replacing Mr. Sandy MacKay who had resigned his appointment to the Council.

In April, Government announced the appointment of a Committee to Review the Workers' Compensation System. I was appointed as Chairperson to the Committee and was joined on the Committee by Ms. Frances Tremere, Mr. Brian Moriarity, Mr. Ray McBride, Mr. Harry Snow, Mr. William Gillis and Mr. Clive Cudmore. The Committee advertised for public input and held four hearings in the fall. We have received considerable input from individuals and organizations and it is anticipated that a report will be completed in May of 1990.

In March, the Minister of Labour announced that Government had created the Industrial Relations Council of Prince Edward Island. The Council is commissioned to Undertake a Continuing and Comprehensive Review of Labour Legislation and Labour Management Relations in the province. It will continue to co-sponsor with Labour Canada the Labour Management Conferences which have become an annual event since 1967. The Council's first priority is to carry out a comprehensive review of the Labour Act.

Mr. Ray Malone was appointed as Chairperson to the Council and he is joined by Ms. Jeannie Lea, Mr. Aubrey MacDonald, Mr. Frank Gillan, Ms. Sandra MacLean, Mr. Tom Dunn, Mr. Francis Reid, and Mr. Ted Crockett as members to Council. Mr. Paul Harding, member, resigned his appointment in October, and the process to replace him has been commenced.

The staffing of the Women's Division has finally been completed and I feel that we have acquired the services of two very capable people in the persons of Ms. Lee Bartley and Ms. Louise Polland. Ms. Polland brings with her, as well, the

capability to work in both official languages which is considered a necessary asset within the Division's mandate.

During the year I attended the following meetings:

May 9-10 - Ottawa, Ontario. Deputy Ministers' of Labour met on International Labour Organization (ILO) issues.

May 25 - Moncton, New Brunswick. A meeting of Atlantic Provinces representatives of Workers' Compensation Boards and Occupational Health and Safety Officials on matters related to statistics gathering and reporting mechanisms.

June 28-29 - Toronto, Ontario. Attended the initial meeting of practitioners of Pay Equity from all provincial jurisdictions and the Federal Government. This meeting is to be hosted by P.E.I. in 1990.

September 19-20 - Moncton, New Brunswick. Attended the 48th Annual Meeting of the Canadian Association of Administrators of Labour Legislation (CAALL).

November 15-17 - Quebec City, Quebec. Attended the annual meeting of the Canadian Construction Association.

November 21-22 - Halifax, Nova Scotia. Attended an Atlantic Region meeting of practitioners of Pay Equity for the purpose of information updating of the progress of Pay Equity in the Atlantic Provinces.

December 7 - Ottawa, Ontario. Attended with the Minister of Labour who made a presentation on Bill C-21, Unemployment Insurance Act changes, before the Senate Committee.

December 13 - Ottawa, Ontario. Attended meeting of Governors, Hazardous Materials Information Review Commission.

Reports in detail of the various Divisions within the Department are enclosed.

I must commend to you the Assistant Deputy Minister, Mr. Roger Kennedy; my Administrative Officer, Mr. Doug Carr; the Director of Occupational Health and Safety, Mr. Paul Deveau; the Pay Equity Commissioner, Ms. Faye Martin-Birt; the Managers and Staff for their co-operation and assistance which was greatly appreciated.

As this report constitutes my final report as Deputy Minister of Labour, I will take the liberty of wishing you and the Department personnel the very best in 1990 and onward.

Respectfully submitted,

ROBERT CROCKETT
Deputy Minister

December 31, 1989

ADMINISTRATION

Administrative Officer: Douglas Carr

The 1988/89 fiscal year approved budget for the Department was \$1,585,300 for expenditures and \$232,000 for revenue. There were no additional funds required for operating purposes due to a number of personnel vacancies which resulted in substantial salary savings.

The total actual expenditures for the 1988/89 fiscal year were \$1,496,321. Total revenue received by the Department was \$308,435. A detailed expenditure and revenue report for 1988/89 follows:

DEPARTMENT OF LABOUR
Statement of Expenditures
For the Year Ended March 31, 1989

Division	Original Estimate	Actual Expenditure
Labour Administration		
Administration	\$ 42,500	\$ 37,490
Equipment	1,000	8,916
Materials & Supplies	6,700	6,984
Salaries	234,300	233,885
Travel	21,000	18,603
TOTAL Labour Administration	305,500	305,878
Industrial Relations		
Administration	500	669
Materials & Supplies	1,500	1,364
Professional Services	7,800	28,533
Travel	2,800	2,395
TOTAL Industrial Relations	12,600	32,961
Employment Standards		
Administration	900	478
Materials & Supplies	2,000	2,749
Professional Services	900	1,316
Salaries	77,500	76,985
Travel	7,600	5,919
TOTAL Employment Standards	88,900	87,447
Labour Relations Board		
Administration	1,600	3,765
Materials & Supplies	2,200	2,150
Professional Services	6,700	128,056
Salaries	64,100	64,937
Travel	5,500	5,594
TOTAL Labour Relations Board	80,100	204,502
Labour Management Relations Council		
Administration	400	
Materials & Supplies	1,100	772
Salaries	7,000	3,642
Travel	500	81
TOTAL Labour Management Relations Council	9,000	4,495

Labour Management Branch

Administration	400	326
Materials & Supplies	200	35
Salaries	41,800	22,956
Travel	<u>3,500</u>	<u>1,316</u>
TOTAL Labour Management Branch	<u>45,900</u>	<u>24,633</u>

Occupational Health & Safety -**Administration**

Administration	7,000	3,980
New Equipment	6,200	53,269
Materials & Supplies	9,800	9,568
Professional Services	24,000	4,228
Salaries	169,200	92,371
Travel	<u>14,600</u>	<u>9,312</u>
TOTAL Occupational Health and Safety - Administration	<u>230,800</u>	<u>172,728</u>

Occupational Health & Safety -**Electrical Inspection**

Administration	1,000	2,605
Materials & Supplies	6,500	3,672
Salaries	289,900	259,257
Travel	<u>48,200</u>	<u>44,962</u>
TOTAL Occupational Health and Safety - Electrical Inspection	<u>345,600</u>	<u>310,496</u>

Occupational Health & Safety -**Boiler Inspection**

Administration	1,600	994
New Equipment	2,000	1,843
Materials & Supplies	3,700	3,793
Salaries	172,500	159,397
Travel	<u>22,500</u>	<u>22,037</u>
TOTAL Occupational Health and Safety - Boiler Inspection	<u>202,300</u>	<u>188,064</u>

Women's Division

Administration	3,700	2,647
New Equipment		9,166
Materials & Supplies	5,100	6,036
Professional Services	4,500	8,370
Salaries	236,300	123,013
Travel	<u>15,000</u>	<u>15,885</u>
TOTAL Women's Division	<u>264,600</u>	<u>165,117</u>

TOTAL DEPARTMENT EXPENDITURES	<u>\$1,585,300</u>	<u>\$1,496,321</u>
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STATEMENT OF REVENUE
For the Year Ended March 31st, 1989

	Original Estimate	Actual Receipts
Electrical Inspections	\$125,000	\$189,690
Boiler Inspections	102,000	\$111,909
Engineers' Fees	5,000	6,172
Other		<u>664</u>
TOTAL DEPARTMENT REVENUES	<u>\$232,000</u>	<u>\$308,435</u>

**DEPARTMENT OF LABOUR
INDUSTRIAL RELATIONS DIVISION**

Roger W. Kennedy
Assistant Deputy Minister and Chief Conciliation Officer
Wayne MacKinnon, Roy Doucette, Conciliation Officers
Sylvia Bell, Secretary

During the first nine months of 1989, the Prince Edward Island labour force averaged 63,700; of this number 54.5 per cent were male and 45.5 per cent were female. Approximately 13,000 workers were unionized, 10,500 in the public sector and 2,500 in the private sector.

Labour Canada quotes major settlements for the second quarter of 1989 as 4.8 per cent for the public sector and 5.5 per cent for the private sector.

Statistics Canada shows Prince Edward Island average hourly earnings industrial aggregate for July, 1989 as \$8.08 compared to July, 1988 at \$7.69, an increase in earnings of 39 cents an hour or 5.07 per cent.

For the fourth consecutive year, Prince Edward Island remained strike and lockout free. This was accomplished during the successful negotiating of 33 collective agreements.

The Province provided conciliation services in the following cases:

Salvation Army Sunset Lodge and Prince Edward Island Union of Public Sector Employees. Not settled at Conciliation Officer stage. Settled by Conciliation Board. (Pending from last report.)

City of Charlottetown and Local 3041 Canadian Union of Public Employees. Not settled at Conciliation Officer stage. Pending.

General Hospitals of Prince Edward Island and Prince Edward Island Nurses Union. Settled. (Pending from last report.)

Garden Province Meats (1985) Inc. and Local 1252 United Food and Commercial Workers (In Trusteeship). Settled.

Cavendish Farms and Local 1252 United Food and Commercial Workers (In Trusteeship). Settled.

Town of Summerside and Local 1432 International Brotherhood of Electrical Workers. Settled.

Hall and Stavert Ltd. and Local 5379 United Steelworkers of America. Settled.

Schurman Supply (Summerside) and Local 902 International Union of Operating Engineers. Settled.

Sacred Heart Home and Local 1588 Canadian Union of Public Employees. Settled.

Town of Summerside and Local 1174 Canadian Union of Public Employees. Not settled at Conciliation Officer stage. Settled by Arbitration .

Confederation Centre of the Arts and Local 906B International Alliance of Theatrical and Stage Employees. Settled.

Neil's Ambulance Service Inc. and Local 3324 Canadian Union of Public Employees. Not settled at Conciliation Officer stage. Conciliation Board appointed. Pending.

Purity Dairy Ltd. and Local 1252 United Food and Commercial Workers. Settled.

EMPLOYMENT STANDARDS DIVISION

Wayne S. MacKinnon, William G. Monteith

The role of the Employment Standards Division is to administer and enforce Part III of the Labour Act. The Act endeavors to ensure employees receive payment of wages, vacation pay, statutory holidays, proper notice of termination, payment of minimum wage and overtime, and maternity leave protection.

The Division also provides legislative information to the public through telephone contact, office interviews, information seminars, routine inspections, and distribution of Departmental literature. Approximately four thousand Acts and Information Pamphlets were distributed throughout the year. The division conducted fourteen information seminars for groups ranging from ten to twenty-five persons.

The Division was called upon to investigate 222 formal complaints during 1989 and of the 222 formal complaints 140 have resulted in monetary recovery. Six cases are presently before the courts awaiting resolution.

The total sum of monies recovered from the formal complaints breakdown as follows:

Vacation Pay	\$ 36,335.39
Wages	71,566.59
Pay in lieu of Proper Notice	<u>3,208.70</u>
TOTAL	<u>\$111,110.68</u>

The Division handled 3,392 inquiries and conducted 801 routine inspections.

EMPLOYMENT STANDARDS ADVISORY BOARD

Michael F. Hennessey, Chairman

The role of the Board is to hear appeal presentations from employers who have a complaint filed against them for alleged violations of Part III of the Labour Act, and also to make recommendations to the Lieutenant Governor in Council with regard to changes in the Minimum Wage Order.

During 1989, the Board held eight meetings which dealt with ten appeal presentations. Six appeals dealt with pay in lieu of proper notice, three appeals dealt with wage recovery, and one appeal dealt with statutory holiday compensation.

Other members comprising the Board are as follows: Diane Campbell, Debbie Panton, Carl Riggs, and Wayne Vessey.

LABOUR RELATIONS BOARD (P.E.I.)

Chair, M. Lynn Murray

Vice-Chair, J.J. Revell, Aidan Sheridan

Chief Executive Officer, Roy J. Doucette

The primary role of the Labour Relations Board as a quasi-judicial body is to secure and maintain harmonious Labour-Management relations in the Province by providing a legal process to deal with applications filed with the Board.

In December, 1988, I indicated in my report that the year 1988 had been long and trying for the Board as it endeavoured to resolve the Canadian Auto Workers - United Food & Commercial Workers dispute. The Board also had to deal in 1989 with a number of applications which had not been resolved in 1988, the majority of which dealt with the Canadian Auto Workers - United Food and Commercial Workers dispute. The matters carried over were resolved early in 1989.

The year 1989 has been another active year, as there were 47 applications filed with the Board. While the Board attempted to deal with all matters, the Board still has to deal with 11 matters which were filed in early December, 2 other matters filed previous to December and 1 matter that is currently in the Prince Edward Island Supreme Court regarding whether or not the Board had jurisdiction to enter upon the inquiry.

The year 1989 also proved interesting in that the Board moved into the area of assessing damages to be paid to the employees after findings of guilty on unfair labour practice complaints. In addition the Board, after having found the International Union of Elevator Constructors, Local 125 guilty of an unfair labour practice alleging an illegal strike, ordered the members to return to work.

For the fourth consecutive year, the Board has had to deal with vacancies which placed an additional workload on remaining panel members. Harry Snow, a fourteen-year veteran, has resigned due to extensive work commitments and his expertise over the years will be greatly missed. Jean-Marc Gallant has been appointed to fill the vacancy; his expertise and knowledge of the construction industry will prove to be an asset to the Board. Also, Aidan Sheridan joined the Board late in 1988 as a Vice-Chair and has proved to be a valuable addition to the Board.

INDUSTRIAL RELATIONS COUNCIL

Ray Malone, Chair

On July 17, 1989, Chair, Ray Malone and eight Council members convened under the auspices of the newly formed Industrial Relations Council to lay the foundation for reviewing the P.E.I. Labour Act.

Although reviewing the Labour Act is the first priority of the Industrial Relations Council, the Council's mandate includes acting as an examining board of Government initiatives in the labour field, examining and researching into common areas of labour/management and sponsoring/co-sponsoring seminars/conferences on industrial relations themes.

The Industrial Relations Council's first Labour/Management Conference jointly sponsored by Labour Canada was held on November 1, 1989, and attended by approximately 200 delegates and invited guests. Theme of this 23rd Labour/Management Conference was "Obtaining a Collective Agreement," with William(Bill) P. Kelly, Canada's premier negotiator delivering the keynote address.

Documents and current changes on labour legislation were collected inter-provincially and contacts made with key officials, some of whom had conducted such reviews in their own provinces.

Ads were also placed in Island newspapers requesting verbal reports and/or written briefs on the P.E.I. Labour Act. Deadline for submissions was November 30, 1989. Recommendations from these concerned interest groups were studied by the Industrial Relations Council and will continue into 1990 as the Council conducts the comprehensive review.

Members appointed to the Industrial Relations Council as of June, 1989, include: Chair, Ray Malone. Employer representatives: Tom Dunn, Frank Gillan, Jeannie Lea and Francis Reid. Representing union: Ted Crockett, Paul Harding, Aubrey MacDonald, and Sandra MacLean.

OCCUPATIONAL HEALTH AND SAFETY DIVISION

Paul Deveau, Director

BOILER AND PRESSURE VESSELS SECTION

Miller West	- Chief Boiler Inspector
Steve Donovan	- Boiler Inspector
Ken Hynes	- Boiler Inspector
Roger Walsh	- L.P. Gas Inspector
Marjorie Ramsay	- Administrative Assistant

ELECTRICAL AND ELEVATOR INSPECTION SECTION

Ed Power	- Chief Electrical Inspector
William Chappell	- Electrical Inspector
Ted Kitson	- Electrical Inspector
Jerry MacLean	- Elevator Inspector
Ivan MacWilliams	- Electrical Inspector
Joe Peters	- Electrical Inspector
Albert Stairs	- Electrical Inspector
Miriam Drake	- Secretary

OCCUPATIONAL HEALTH AND SAFETY DIVISION

Brian Kelly	- Chief Occupational Health and Safety Officer
Ed Dorman	- Occupational Health and Safety Officer
Aurell Johnston	- Occupational Health and Safety Officer
Suzette LeClerc	- Occupational Hygienist
George Stewart	- Occupational Health and Safety Officer
Heather McKenna	- Secretary

ELECTRICAL/ELEVATOR INSPECTION SERVICES

The volume of electrical construction in the Province remained relatively high during 1989. As a result, the demand for electrical inspections of installations continued to be strong and the number of requested inspections exceeded that of the previous year.

Overall, electrical inspection staff conducted more than 11,000 inspections on both new and existing installations during the year. In addition to the electrical inspections carried out, electrical inspectors conducted 280 occupational health and safety inspections as well.

In the area of elevator activities the Electrical and Elevator Inspection Branch hosted the Canadian Standards Association Elevator Safety Code committee meetings in September, 1989. The week long meetings were attended by elevator inspection personnel from all provinces and territories as well as elevator manufacturers and others involved in the elevator industry from across Canada.

The number of new elevating devices installed during 1989 was greater than previous years with ten new units being completed.

The elevator inspection agreement with the Government of Canada for the inspection of elevating devices in federal facilities was renewed for a five-year period commencing on April 1, 1989.

With respect to lightning rod inspection activities the number of installations requiring inspections was slightly less than the previous year, and no new licenses for lightning rod firms were issued during the period.

Electrical Activities

Applications for Inspection	4950
Connection Permits Issued	3484
Fees Collected	144,543.38*

Licenses Issued Annually

Electrical Contractors	190
Journeymen	303
Apprentices	45
Special	22

Examinations

Qualifying Examinations for Electrical Contractors

Date of Examination	No. Contestants	No. Qualifying
Jan., 1989	1	1
July, 1989	4	1

Elevator Activities

Inspections

New installations	10
Existing Installations	189
Fees Collected	16,120.00*

Lightning Rod Activities

Inspections

Applications Received for Lightning Rod Inspection . .	29
Licenses Issued	2
Lightning Rod Firms	2
Agents and Installers	4
Occupational Health and Safety Inspections Conducted	230

* Fees collected are for the period January 1, 1989, to November 30, 1989.

BOILER INSPECTION BRANCH

Through the administration of the Boilers and Pressure Vessels' Act and Regulations, the Boilers and Pressure Vessels' Branch of the Occupational Health and Safety Division, pursues its objective of providing reasonable protection to life and property where boilers, pressure vessels and L. P. Gas are being used. This legislation requires that boilers, pressure vessels and pressure piping be designed, constructed, installed, and operated according to adopted codes and standards.

DESIGN REGISTRATION

Designs for boilers, pressure vessels, fittings, and pressure piping systems are submitted to the Branch for review and registration. The Branch surveys them for compliance with Regulations and applicable codes governing sound engineering practices, material specifications, welding and construction procedures, and quality control systems.

DESIGN REGISTRATIONS - BOILERS, PRESSURE VESSELS,
PRESSURE PIPING, FITTINGS

106 Designs

INSPECTIONS

The Branch inspects and tests boilers and pressure vessels during and after construction (when constructed locally) as well as after installation. At the time of initial inspection, a certificate to permit operation is issued to the owner. Service inspections are carried out during the operating life of the boiler or pressure vessel.

TOTAL NO. OF INSPECTIONS/
INVESTIGATIONS:

891 Boilers
1,962 Pressure Vessels
0 Accidents
0 Injuries
0 Fatalities
623 Potential Hazards

PRESSURE WELDING AND BRAZING

The same criteria which governs registration of designs also applies to welding procedures. A welding procedure is a document which sets out certain minimum details which must be adhered to in order to produce a weldment that meets minimum code requirements.

Under the Boilers and Pressure Vessels' Act, the quality of weldments is the responsibility of the manufacturers or contractor. The first step in guaranteeing the quality required is the submission of the welding procedure for review and registration. The second step is the qualification of the individuals who will fabricate the actual weldments.

WELDING PROCEDURES CURRENTLY REGISTERED	42
BRAZING PROCEDURES CURRENTLY REGISTERED	11
PRESSURE WELDERS CERTIFIED FOR 1989	30
PRESSURE BRAZERS CERTIFIED DURING 1989	10

QUALITY ASSURANCE

According to the Boilers and Pressure Vessels' legislation, all persons, firms, or corporations installing boilers, pressure vessels, or pressure piping must be registered as a Mechanical Contractor. To obtain this registration, submission of a basic Quality Control Manual outlining the scope of work and capability is required.

QUALITY CONTROL MANUALS REGISTERED IN 1989	15
MECHANICAL CONTRACTORS CURRENTLY LICENSED	48

CALIBRATION OF MEASURING DEVICES

By agreement with the Seafood Processors' Association and as required by Federal Regulations governing Seafood Processing Plants, the Boiler Inspection Branch conducts inspections and calibration of approximately 80 measuring devices and retorts each year. The fees charged are an hourly rate plus total kilometers.

L.P. GAS INSPECTION

Design Registration

The first step in the construction of an L.P. Gas system which meets the safety requirements of the Regulations is the submission of plans for approval and registration.

L.P. GAS DESIGNS REGISTERED FOR 1989	217
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Of the 217 designs registered, 122 have received final inspection and approval.

L.P. Gas Inspections

Gas inspections are carried out at random consumer sites which fall under L.P. Gas Code as well as at gas plants and of bulk delivery vehicles used in the L.P. Gas industry to ensure that minimum safety requirements are met. Total L.P. Gas inspections for 1989 stands at 691 consisting of the following breakdown:

CLASS "A" PLANTS	3
CLASS "D" PLANTS	24
BULK TRUCK	5
PROVINCIAL CONSUMER SITES	402
REINSPECTIONS	167
FEDERAL SITES	90

Potential Hazards

During each inspection, individual areas which do not meet code requirements and present possible hazards to the safety of individuals are noted and REPAIR ORDERS issued. Total potential hazards in the L.P. Gas systems, to date, number 450. Approximately, 80% of these hazards have been rectified.

During the year, 1989, four accidents and one gas leak involving propane occurred. All four accidents resulted in injuries to individuals. The gas leak resulted in evacuation and cancellation of high school classes. All incidents were investigated by the Branch.

PROPANE PERSONNEL CERTIFICATION

All persons involved in the fabrication, installation, and repair of propane systems and appliances as well as those persons involved in the handling of propane gas in any manner must obtain certification. Certification is issued by the Branch upon successful completion of examinations. All examinations and the qualifications required to write them ensure that the certificate holders have the standards of experience, competency and knowledge required in their respective fields. During this year, 90 applicants wrote examinations in different areas of the L. P. Gas Industry with the following results.

DISPENSER OPERATOR	58 Applicants	23 Certificates issued.
DOMESTIC GAS FITTER	18 Applicants	6 Certificates issued.
CYLINDER DELIVERY	8 Applicants	5 Certificates issued.
GAS INSTALLER	3 Applicants	2 Certificates issued.
INDUSTRIAL GAS FITTER	1 Applicant	1 Certificate issued.
TANK TRUCK OPERATOR	2 Applicants	1 Certificate issued.
INTERPROVINCIAL TRANS- FERS	2 (CARGO LINER OPERATOR)	
TOTAL CERTIFICATES ISSUED		40

POWER ENGINEER CERTIFICATION

The Power Engineers' Legislation requires that qualified personnel be in attendance when larger power plants and heating plants are in operation. The qualifying examinations used are Interprovincial. Candidates receiving qualifications as Power Engineers in this province can transfer to any province or territory in Canada with the exception of Ontario and vice-versa.

Examinations Conducted

FIRST CLASS	0
SECOND CLASS	2
THIRD CLASS	26
FOURTH CLASS	3

Power Engineers Licensed for 1989

FIRST CLASS	8
SECOND CLASS	26
THIRD CLASS	73
FOURTH CLASS	159
REFRIGERATION A	8
REFRIGERATION B	20

Plant Registration

It is required by the Power Engineers' Act that all plants requiring operators be registered and a certificate of registration be issued. The certificate must show the rating of the plant, the class of license required for Chief Engineers and Shift Engineer.

Classification of Plants Currently Registered

FIRST CLASS	4
SECOND CLASS	2
THIRD CLASS	14
FOURTH CLASS	34
REFRIGERATION A	2
REFRIGERATION B	10

GENERAL INFORMATION

The Boiler Inspection Branch is presently involved in the development and implementation of computer systems for its various programs.

During the year, staff members participated on a number of committees both at the Provincial and National level.

OCCUPATIONAL HEALTH AND SAFETY BRANCH

During the third year of operation, Occupational Health and Safety continued to receive increased demands of its services. Services being provided to workers and employers are increasing dramatically as we assist in areas of education and consultation while also enforcing the Occupational Health and Safety Act.

The Occupational Hygienist position which was vacant was filled in January, 1989, by Suzette LeClerc.

TRANSFER OF OFFICERS

On April 1, 1989, the Occupational Health and Safety Officers were officially transferred from the Worker's Compensation Board to the Department of Labour.

NUMBER OF INSPECTIONS

Occupational Health and Safety Officers carried out 2539 workplace inspections. There was 64 "Stop Work Orders" issued. All "Stop Work Orders" were issued to road and general construction.

CONTACTS

There were 1010 contacts made during the last year. Contacts being telephone inquiries or people wishing to speak to an Officer about the Act and regulations or looking for advice about how to correct a hazard or a potential hazard.

EDUCATIONAL

The Occupational Health and Safety Officers carried out 102 Educational Seminars.

APPEALS & REFUSALS

Under the Occupational Health and Safety Act, employees have the right to refuse unsafe work. There were no work refusals in 1989. Also, under the Occupational Health and Safety Act the employer has the right to appeal to the Director any order made by an Occupational Health and Safety Officer. There was one appeal in 1989.

DEATHS

There were two accidental deaths in 1989. One in the Building Construction Industry and one in Road Building Industry.

STAFF TRAINING & DEVELOPMENT

- Chief Officer attended Blasters' Meeting in Moncton, New Brunswick.
- Chief Officer attended the Federation of Labour Convention, P.E.I.
- Chief Officer attended Asbestos regulations meeting in Newfoundland.
- Three Officers attended training seminar in Amherst, Nova Scotia for Atlantic Provinces Officers.
- Chief Officer attended Senior Safety Officers' Meeting in Halifax, Nova Scotia.
- Chief Officer attended the Canadian Federation of Labour Convention.
- Chief Officer attended Senior Safety Officers' Meeting in Moncton, New Brunswick.
- Two Officers attended the Labour/Management Conference, P.E.I.
- Two Officers attended the Annual New Brunswick Occupational Health and Safety Conference in Saint John, New Brunswick.

Four Officers completed Management Guide to Loss Control as required by the Industrial Accident Prevention Association of Ontario.

OCCUPATIONAL HEALTH AND SAFETY COUNCIL

Graham Stewart, Chair
Heather McKenna, Secretary

1. Council Functions

The functions of the Occupational Health and Safety Council include:

- to review services, develop programs and co-ordinate the activities of agencies;
- to advise and assist government departments, agencies, and groups in the development of policies and programs;
- to develop and supervise the provision of technical advisory services and to disseminate information;
- to make recommendations regarding occupational health and safety legislation to the government; and
- to advise the Minister on matters concerning the Act and regulations.

2. Council Meetings

The Council held one regular meeting during 1989.

3. Council Membership

John DeMarsh	- Professional
Cecil Dunbar	- Public
Adelard Gallant	- Fishing
Sandra Gordon	- Women/Nursing
Arthur MacDonald	- Worker's Compensation Bd.
Neville McKittrick	- Manufacturing
Herb Pridham	- Agriculture
Francis Reid	- Management
Graham Stewart	- Chair of Council

Others

Charles Campbell	- Deputy Minister of Health and Social Services (Ex Officio)
Roger Kennedy	- Assistant Deputy Minister of Labour (Ex Officio)

4. Council Office

The Council operates out of the Department of Labour. Mail to Council should be addressed as follows:

Occupational Health and Safety Council
Department of Labour
31 Gordon Drive
Charlottetown, P.E.I.
C1A 7N8

PAY EQUITY BUREAU

Faye Martin-Birt, Commissioner of Pay Equity
Glenda Rodd, Pay Equity Officer
Frances Piercey, Pay Equity Officer
Dawn Cahill, Secretary

Legislation and Mandate

The Pay Equity Bureau was established with the proclamation of the *Pay Equity Act* on October 1, 1988. The legislation requires public sector employers to implement and maintain pay equity among male and female dominated job classes performing work of equal or comparable value. The Bureau's mandate includes initiating and monitoring the pay equity implementation process to ensure compliance with the Act, providing education and assistance to the parties concerned with pay equity, maintaining records and statistics relating to pay equity, reporting to the Minister on a regular basis and receiving and processing complaints regarding failure to comply with the Act.

Activities

The year 1989 has been a busy one for the Bureau. Extensive monitoring and educational activities have been carried out and a number of publications have been issued.

The Bureau has closely monitored the pay equity implementation processes which began in January of 1989 in the following establishments: the P.E.I. Civil Service, Georgetown Shipyard Inc., the P.E.I. Development Agency and the P.E.I. Grain Elevators Corporation. This has involved attendance at negotiation sessions between employer and employee representatives as well as regular contacts by letter and by telephone. The Bureau has also initiated the pay equity process in the remaining 16 broader public sector establishments, scheduled to begin implementation in January of 1990, by notifying all employers and bargaining agents and arranging training seminars.

Training seminars were conducted for all public sector employers covered by the Act and for employee bargaining agents/representatives. These seminars were designed to provide the parties with comprehensive knowledge of the legislation and with technical information on job evaluation. Additional information sessions were provided to specific employee groups or employers on request. The Commissioner of Pay Equity has also responded to numerous requests for speaking engagements, both in and out-of-province.

Educational and informational materials developed by the Pay Equity Bureau during 1989 have included:

- a quarterly newsletter "The Equal Times"
- a series of pamphlets to address the many aspects of pay equity
- a video promoting pay equity
- a comprehensive booklet outlining all the legislative requirements
- a booklet to assist employers and employee representatives in the first stage of pay equity implementation

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DEPUTY MINISTER OF LABOUR, ROBERT CROCKETT

ASSISTANT DEPUTY MINISTER OF LABOUR, ROGER W. KENNEDY

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Doug Carr, Administrative Officer

INDUSTRIAL RELATIONS

Roger Kennedy, Chief Conciliation Officer

Roy Doucette, Conciliation Officer

Wayne MacKinnon, Conciliation Officer

EMPLOYMENT STANDARDS

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Sylvia Bell, Secretary

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Louise Polland, Policy Analyst

PAY EQUITY BUREAU

Faye Martin-Birt, Pay Equity Commissioner
Dawn Cahill, Secretary
Fran Piercey, Pay Equity Officer
Glenda Rodd, Pay Equity Officer

LEGISLATION ADMINISTERED BY THE DEPARTMENT OF LABOUR

Prince Edward Island Labour Act
Minimum Age of Employment Act
Power Engineers Act
Boiler and Pressure Vessels Act
Workers' Compensation Act
Blind Workmen's Compensation Act
Truck Operators Remuneration Act
Occupational Health and Safety Act
Construction Safety Act
Electrical Inspection Act
Elevator and Lifts Act
Pay Equity Act
Lightning Rod Act

PRINCE EDWARD ISLAND DEPARTMENT OF LABOUR ORGANIZATIONAL CHART

